CITY COUNCILOR **AT-LARGE**	***What do you identify as the greatest single issue in the coming two years, and what will you do to address it?*** (100 words)
KYLE DAVIS 	My top priority is affordable housing. I'd be honored to be another vote on the Council in favor of the inclusionary zoning and condo conversion ordinances. We need a reasonable rent stabilization policy. No landlord needs to raise rents over 10% annually, and we're really allowing for eviction by price gouging when we have no regulations in place. We also need to enact a right to Council for tenants to end the asymmetry of representation in the courtroom. I want to be that voice for working people, cost-burdened people and unhoused people, because housing is a human right.
DOMINGO DOMINGUEZ 	Housing continues to be one of the top issues we have in Salem. That's too general. The crisis we have focuses on real affordable housing. How I can continue to help is engaging people in the conversation, not only at the elected official level. Sometimes the people who are affected are left out and we make decisions for them without listening to them. We need to have developers, government, private sectors at one table. We have too many luxury apartments right now. We need to focus on veteran housing, elderly housing, and low income housing that balances the question.
TY HAPWORTH 	The ability for the average person to put a roof over their head right now is still the number one issue. It touches everything in our community, from the issues our unhoused population is facing to issues of staffing our local businesses, to human beings looking for a place to live and stay in Salem. The problem is a regional issue, but we're working to control what we can control. We continue to tackle the low-hanging fruit, addressing things that are within our control such as tenant rights and housing stability services.
ALICE MERKL 	It's two, to me it's housing instability and the climate crisis. We're already seeing the devastating effects of the climate crisis particularly with coastal resiliency. I was proud to support our green building ordinance for municipal buildings, and I want to work with city leadership and at the state level to address decaying seawalls and mitigating coastal flooding on a larger scale. My other priority is the affordable housing crisis, especially with many of our residents being renters. We're losing rental stock and home ownership is becoming unattainable. We need to do everything we can to create more affordable housing.
CONRAD PROSNIEWSKI 	Salem's biggest issue is its future development, by far. We have the development at Shetland, which will have an impact on the neighborhood and a ripple effect in the city. Then there's the Bertini's property, South Campus, the offshore wind terminal and berth for commercial vessels, visiting cruise ships. Salem's development needs to be carefully, carefully watched and done right so that it fits the city's culture. When someone comes to Salem, it isn't the same type of building you see in Jacksonville or elsewhere. Our future development is the biggest thing we need to keep our eye on.
FILIPE ZAMBORLINI 	Our biggest challenge will be affordability, whether people can move to, live, and stay in Salem, but there's also the factor of whether people can work, play, and live in the city. I know quite too well from my hair dresser, who took years to find a way to move to the city, neighbors of mine who were displaced during the pandemic, and from my experience, with the cost of living. Salem is still an amazing community but has become relatively unaffordable for many families to thrive. Without a community everyone can afford, we'll struggle economically as a city.

CITY COUNCILOR **AT LARGE**	***Where do you sit on Salem's traffic calming measures, and what will you do over the next two years to address the log jams that permeate the city?*** (75 words)
KYLE DAVIS 	We need to continue providing better alternatives. The Salem Skipper has been amazing, and it'll help us manage things better as it expands to other communities. We've gotta get that South MBTA station. I'd be in favor of shuttle buses for our most popular destinations, because becoming a less car dependent city is the goal, and if we aren't trying to accomplish that, we aren't taking the climate crisis seriously.
DOMINGO DOMINGUEZ 	The past administration and city councilors in general made a mistake taking the power from the City Council to make traffic changes and put it on the Traffic and Parking Commission. We can see that when we have these so-called solutions on North Street. The voices of the people weren't heard in the solution we provided. By taking away the power of the City Council, the one elected by the people, there isn't accountability there.
TY HAPWORTH 	I'm a steadfast supporter of traffic calming initiatives. I have found them to enjoy wide popularity as I knock on doors. I want continued investment in traffic calming in our neighborhoods, particularly in things that allow us to try out initiatives like semi-permanent measures. I'll continue to support measures that promote safe travel, no matter how someone chooses to get around, and I'll continue to advocate for Vision Zero, accepting no injuries on our roads.
ALICE MERKL 	The traffic calming measures have been effective. I've received positive feedback from residents on speed humps and other initiatives, that they're making our streets safer. Moving forward, my priority is alternatives to having a car, such as the Salem Skipper, and also the South Salem Commuter Rail stop that we're hoping comes to Salem. As somebody that's regularly using an electric scooter and Salem Skipper, we want to continue enhancing alternatives to needing a car.
CONRAD PROSNIEWSKI 	One obstacle to this is the layout of the roads. We can't do much about that. However, there are designs we can use to improve safety and traffic flow. Keeping traffic moving at a safe pace is ideal. I'm a big proponent for roundabouts and would like to see some intersections changed. But I'm not a big fan of North Street. I'm a big fan of calming it down, but that design is overkill.
FILIPE ZAMBORLINI 	We must re-envision our street calming approach, prioritize complete streets and make all our streets more walkable. We must have a coordinated data-driven approach to implement street calming. We need to re-plan our streetscape to create more complete streets, safer sidewalks, protected bike lanes, and improve our crosswalks. I believe it's time for the city to create a traffic master plan to come up with new more innovative ideas to tackle our traffic problems.

CITY COUNCILOR **AT LARGE**	***Salem experiences a year-round tourism draw that many feel is a distraction from the real business of the city. Others say the draw is the real business of the city. As we approach the 400th anniversary, how do you balance the needs of these two camps, and where should Salem's priorities ultimately lie?*** (75 words)
KYLE DAVIS 	Halloween tourism is amazing for our city, but we need to continue finding ways to manage it better, ways to improve the Halloween experience for residents, and not just the tourists. We do that by amplifying the messaging that if you're coming to Salem, great, but don't drive, and making sure we have those great alternatives in place. We also need to find ways to expand tourism and traffic for small businesses throughout the year.
DOMINGO DOMINGUEZ 	My first impression is we've focused only on one area of business in Salem, and we need more diversification. In order for us to attract more visitors and businesses, we need to make sure we diversity what we promote. I commend the person in charge of that, the past administration, but at the same time, we have to reach other areas. That'll help create a balance on the type of visitors we have in Salem.
TY HAPWORTH 	We need to balance the needs of the entire city. Our businesses rely on this tourism to stay open year-round, as it's important to them. At the same time, we need to balance the needs of the entire city, which includes people going about their daily lives. We should encourage visitors to experience all of Salem, which can happen year-round, and continue to encourage folks to plan their trips out in advance.
ALICE MERKL 	Being the Council Liaison to Destination Salem and a downtown Federal Street resident, I appreciate the efforts made to enhance and promote events outside of October, such as Arts Fest and Salem So Sweet, which our residents really enjoy. We also need to balance being realistic that people love to visit in October, and continue to plan responsibly. I want to see the city continue efforts to encourage public transportation or our satellite parking options.
CONRAD PROSNIEWSKI 	Salem's uniqueness is its draw, and we're proud to welcome people with what we have that's different from other parts of the country. Maritime history, the Revolution, work on the Constitution. It's the schlock that disappoints me. I know October is the draw, just wish there wasn't as much of that and more other unique qualities. Salem learned early on about discrimination and bias and sits where it is today because of what we've learned.
FILIPE ZAMBORLINI 	I believe they're complimentary camps, and issues for tourist destinations and attractive cities, both good things to be. I'll prioritize mixed-use growth and work with our business leaders to plan for diverse business growth. We must seek state grants to do this, which is something Salem hasn't done a good job at. As someone with state and grant experience, I'll help Salem tap into resources we currently leave on the table each year.

CITY COUNCILOR WARD 1	CYNTHIA JERZYLO	CHRISTOPHER MALSTROM
Lee Fort Terrace continues to be a major focus in Ward 1, and throughout the city for that matter. What are your thoughts on this project and the proposed redevelopment that's going forward? *(100 words)*	I'm not against it, but the scope of the project is too big. We've tried to work with the developers. It's 50 garden-style apartments now, and they said elderly people don't drive cars. Everybody will have a car. If it's 3 bedrooms, a family, we'll have more than one or two. We wanted the bldg to fit the scale of the neighborhood. I believe it's too large, and we tried to get them to cut down the size of it. The building they're going to build doesn't fit into the architecture of the neghood.	The reality at Lee Fort Terrace is that the units are severely outdated. The first priority from the city should be maintaining the integrity of the current residents throughout the duration of the project, through development, and placement into units at project completion. I understand some of the concerns I've heard around size and scale. We're also in a housing crisis, so this project needs to balance the city's need for increased market and affordable housing with the legitimate concerns of the surrounding community about how the project will impact them, specifically around the location's vulnerability to climate change.
Ward 1 has seen its fair share of traffic-calming measures, including the armadillos and flex posts leading to the Willows, and the removable speed bumps on Columbus Avenue. Where do you sit on these efforts? Are they working? Hurting? *(75 words)*	The Fort Ave bike lane is terrible and was done without input from the residents. We woke up one morning, and it was there. The city did no outreach with residents, or the platform, the W N A. I've worked with Dave Kucharsky, the traffic planner, on speed bumps on Columbus Ave. Neighbors like it. We're reconfiguring the intersection at Fort Ave and Columbus Avenue, and addressing speeding on Fort Avenue, to get this rectified.	I personally believe they're working, and I'd like to see an increase in this. I'd like to see more traffic calming measures instituted in our neighborhoods. The two you mentioned specifically are just in the Willows neighborhood, and these are the type of calming measures the Derby Street neighborhood has been asking for. It adds some value forcing cars to think more consciously about how they're driving around our neighborhoods.
Shetland Park remains an ongoing concern in Ward 1, especially as impacts to The Point are considered. What are your thoughts on the most recent plan, and how will you protect neighbors if elected? *(75 words)*	The Shetland properties propose 1200 units with 2700 parking spaces under the building. The project is in another floodplain and in a very congested neighborhood. The project definitely needs to be redone, in a way that fits into the neighborhood. There's only a couple ways out of the neighborhood, and another 2,700 cars going out, that's insane, and parking is a premium. This won't only affect the Point Neighborhood, but all the surrounding neighborhoods.	I'm optimistic about Prime's expressed desire to work closely with the neighborhood. But I also recognize a serious concern Point Neighborhood residents have around what the scale of the project will be, how many units of housing will be added, and how it'll affect the broader community. For me, it's about being unafraid of organizing our community to stand up to a large corporation if we need to, to tell them where to prioritize.

CITY COUNCILOR **WARD 2**	**CHRISTOPHER FUCCIONE**	**CAROLINE WATSON-FELT**
Your ward includes a diverse range of neighborhoods and housing mixes, from some of the oldest mansions to the tallest example of public housing in Salem. How do you represent all needs in the coming two years? *(100 words)*	By having open communication. Right now, I'm door-knocking with all the neighbors, and spending time talking to them, listening to their concerns. I'll always have an open line of communication, and I'm not working, so this will be my full time job. I'll be trying to hit all the neighborhood events, different picnics they're having, parties, neighborhood meetings. I've been toying around the idea of continuing the door knocking after I'm elected, because I enjoy door knocking. If elected, I'm going to continue to do the doorknocking, just to say hi to people and let them know I'm available.	It's important to try and stay in touch with all the various groups of constituents on a regular cycle. It can be easy sometimes to give more immediate attention to the constituents who are reaching out and asking for my time but I try to also check in periodically with the different neighborhood associations and resident groups - follow all of them online and reach out or visit every so often. I'd like to get on more of an annual cycle with resident engagement and visits in 2024 to be sure I'm hearing all voices in the Ward equally.
Ward 2 is also the ward with perhaps the most visible level of unhoused residents. With this ongoing conversation balancing concerns about safety with concerns over appearance, how will you contribute to conversations around homelessness, and how will you act to serve not just those without a roof over their heads, but also those who want to see those people gone? *(75 words)*	I've run into people totally against any type of homelessness. I usually try to calm them down by explaining different programs we can do. I've been working with Witch City Advocacy. We've been dealing with issues in town that surround homelessness and housing issues. We've been trying to get the homeless more active in the process by getting them registered to vote, getting them to speak at meetings, and putting a face to homelessness.	Salem's unhoused population is diverse and includes children. The specific folks deemed "most visible" are one portion of that community. I've partnered with the Community Impact Unit and conducted balanced conversations on the topic over the last two years. This complex issue requires compassion, constructive communications, and programming. Unhoused neighbors have a legal right to live in our community and we have an ethical imperative to work with them to ensure their safety and dignity.
Your ward is also very business-heavy, with mixed-use development throughout. How will you balance the needs of the businesses with the needs of the residents? *(75 words)*	One of the things I've been trying to do is trying to go to local businesses, say hi, introduce myself, see what issues they have. A lot of the business owners and people working at the places are Salem residents, so a lot of the time it's housing. Their issues cross over to the issues residents have, so I'd say it's basically the same thing.	Downtown businesses' needs are largely aligned with Ward 2 residents, encompassing traffic, parking, pedestrian safety, lighting, trash pick-up etc. In fact, some business owners also reside in the Ward. Our downtown businesses are a heartbeat to the vibrancy of Salem and are key partners in conversations affecting our downtown. I support their needs and programs however I'm able, in balance with the needs of our residents who are my first priority.

CITY COUNCILOR **WARD 3**	**JOSEPH CULTRERA**	**PATRICIA "PATTI" MORSILLO**
Highland Avenue serves as one of the borders to your ward, with a project targeting Route 107 that doesn't have a ton of local oversight. What do you see as needs for Salem's most congested corridor, and how will you make the road safer in the coming two years? *(100 words)*	We must find a way to make traffic flow better up there. Residents complain about things like the timing of the lights being off, which the state will fix, then in a month it's off again. There's so much focus downtown, that people in neighborhoods like those off Highland feel ignored. It seems to be the place where everybody wants to dump bad ideas. With the Lifebridge project you'll hear a lot of, "move it to Highland Ave." The people who live and work there aren't so keen on that concept, and they deserve better.	This is one of my biggest issues. I've been in constant contact with the state representative and mayor to push that project forward. We need a safer Highland Ave. We also need a better way to connect the two sides of Salem, southern Highland Ave and northern Highland Ave. People feel like it's a dragway, so the first thing I'm advocating for is removing the guardrail from the middle. Number two is making the sidewalk safer, and extending the sidewalk if possible to make a separate, safe bike roadway. It has to be safe.
Your ward is one of only two in Salem that don't touch water. What does the climate crisis mean to you, how does it affect your residents, and how will you support them in the coming two years as awareness of the climate crisis increases? *(75 words)*	Ward 3 does touch wetlands. We need to stop infringing on those with new developments. This was the initial problem with the Overlook Acres project on Highland before neighbors uncovered the contamination issues. Our Councilors seem to pick and choose the environmental issues they stand for. It seems they cater to developers, but I would dismiss any development proposals on flood zones. And new developments should adapt existing buildings instead of tearing them down.	Our ward may not have ocean-front, but we have floodplains for sure, and we have wetlands. Passing the updated wetlands ordinance was huge and did greatly affect Ward 3 because of the number of wetland areas we have. The work I'm involved in as an addon to the wetlands ordinance is the flood-hazard overlay update and the climate resiliency overlay. The climate resiliency overlay would help property owners to build a safer project.
For years, city officials have drawn up tools to address the housing crisis. How have these tools impacted your ward, and what tools do you want to see develop in the coming years? *(75 words)*	They should go to Winer Brothers and buy new tools. The old tools are altering zoning to create ugly, out-of-scale, overpriced housing. The Lifebridge/Harborlight project proposal would decimate the neighborhood I live in if the 40R zoning they are seeking passes. In her July 2 newsletter, Councilor Morsillo stated that "Once the 40R district is approved by the City Council…" Not "If it is approved", but "Once…it is approved". Consider me concerned.	One that hit all wards was the Accessory Dwelling Unit ordinance and expanding that to allow non-family residents in units. What I'd love to see is the condo conversion ordinance go through, because that's about protecting the tenants, and Ward 3 has a lot of rental units susceptible to conversion. It isn't anti-condo, because condos themselves provide affordability for tenants. People would also love to see rent control, and we need permission from the state.

NOTE: The first question presented here was also given to candidates in the Ward 4 City Council race, given Highland Avenue's connection to both wards.

CITY COUNCILOR **WARD 4**	**JOHN HARVEY**	**IAN McLEOD**
Highland Avenue serves as one of the borders to your ward, with a project targeting Route 107 that doesn't have a ton of local oversight. What do you see as needs for Salem's most congested corridor, and how will you make the road safer in the coming two years? *(100 words)*	There is nothing any one of us can do as far as Highland Ave goes because it's a state run road. As a ward councilor of Ward 4? Other than by getting traffic surveys, for Ward 4 and Ward 3, which border Highland Ave, it's a state-run road up until Salem Hospital. So from Salem Hospital to Lynn, we have no say about what gets done on Highland Avenue, unless we go through the state. Even the traffic lights get a survey. Trying to get things accomplished is very difficult for myself or whoever is Ward 3 councilor.	I live right off of Highland Ave. I'd have it looked at. The bike lanes are great on Highland Ave, but with how the road goes, if you aren't driving the road normally, you get a little confused. I don't know if Highland should be condensed down to single lanes with offspurts to go left or right, but it's something that definitely needs to be looked at, needs to be tracked. I'd have people come out to assess the situation and have a plan developed from there.
Your ward is one of only two in Salem that don't touch water. What does the climate crisis mean to you, how does it affect your residents, and how will you support them in the coming two years as awareness of the climate crisis increases? *(75 words)*	I take everything into consideration whether we're near the water or not. We do have litter, which is also a climate concern. Climate control, I can say what I want about it, but being a ward councilor, it's more an overall problem that doesn't really pertain to what a ward councilor's job is. I take whatever the majority of the ward wants me to bring attention to to City Hall	I don't think that it's necessarily a Ward 4 or Ward 1 or Ward 2 issue. This is an entire city issue. Most of the city is built up on landfill, so as a city, we need to work together to make the proper adjustments that need to be done, and not look at this as a Ward 4 vs. Ward 1 issue. This is an entire city issue.
For years, city officials have drawn up tools to address the housing crisis. How have these tools impacted your ward, and what tools do you want to see develop in the coming years? *(75 words)*	ADU units were considered a solution to part of the housing crisis. I'm a firm believer these should be owner-occupied. They're turning R1-zoned areas basically into R2, which is against what my ward wants. The city keeps allowing more building without taking into consideration affordable housing. It isn't beneficial to the city. What to do about it, I'd have to sit back and really think about how to resolve that issue.	I do have some out of the box ideas when it comes to assisting with the housing crisis. This is something that the City Council as a whole along with the mayor need to discuss and come up with solutions, and have the meetings for the city to listen to those ideas and see where we can go with this. It's the entire City Council that needs to be involved with that.

NOTE: The first question presented here was also given to candidates in the Ward 3 City Council race, given Highland Avenue's connection to both wards.

SCHOOL COMMITTEE	***You'll oversee two critical years of planning for a potential high school building project. As you look ahead, what are your thoughts on the project and recent programmatic efforts to improve the high school?*** (100 words)		SCHOOL COMMITTEE
HENRY GULERGUN	Infrastructure is so important. We need to make sure our schools, where our teachers teach and students learn, are up to date and provide as little distraction as possible to learning. The Building Committee is already set, but I owe it to the parents, kids, and teachers to hold the committee to account. We have to think about accessibility, making sure it's as close to 100% accessible to anybody with a disability. There's a minimum requirement to meet ADA, but we need to go beyond what the minimum requirement is, especially for our neurodivergent learners.	Our high school was the center of our town. All sports were on campus, so people supported one another,. and the stands were always full. So for Salem's high school, I want a hub where the community can build together. We want a well-rounded education for our college-bound or CTE scholars. That means having classrooms that are flexible in lighting and sound, to serve our neurodivergent humans who need help. We need locker space and funding for the arts, sports, and music, because those are the areas that are often left out.	**AJ HOFFMAN**
MARY MANNING	There are certainly recent programmatic improvements at the high school, efforts to attend to the needs of diversity in staff, reaching out to parents, programmatic changes, the schedule change. The whole CTE program is the shining light over there. I'm feeling good about the direction the high school is heading. As the building project is concerned, we have some really competent folks on the Building Committee, and Dr. Zrike is perfect for this. My role on the School Committee will be policy, fiscal management. The plan is already thoughtfully being planned through, an exciting time to be involved.	I support this redesign and envision combining middle and high school in one building to offer middle school students exposure to CTE. Our dedicated educators deserve an environment that enhances their ability to educate our youth effectively. Improving SHS and its offerings while preparing students for success is paramount. In redesigning the high school experience, our focus is on creating a new, sustainable environment for these critical years. We envision expanding Career Technical Education programs, ensuring accessibility for the wider community, including adult education. Our students deserve the best opportunities and support as they progress through middle and high school.	**VERONICA MIRANDA**

SCHOOL COMMITTEE	***Where do you sit on alternative offerings amid the high school planning efforts? Should New Liberty and Salem Prep be folded into the campus, or kept separate, and why?*** (75 words)		SCHOOL COMMITTEE
HENRY GULERGUN	We have to recognize that all students learn differently. Alternative schools are a great place for students who need extra support and as few distractions as possible to get those students as close to one-on-one attention as they need. It's best the schools stay where they are, because they serve a purpose. You also have to ask the teachers in the schools what they think, because they're experienced working with the kids every day.	They should be wrapped into the new high school. One, it would save us some money, because we're paying for two spaces. By wrapping them in, it also gives them more opportunities. It also gives us a chance to add those resources into the high school. We already have them at Salem Prep. It wouldn't take away from anyone to add them into the high school.	**AJ HOFFMAN**
MARY MANNING	For some students at Salem Prep, the enormity of a building like Salem High contributes to the difficulty presented by their diagnoses, so I wouldn't support blending the Prep in full-time. But the new campus, however, may open multiple possibilities for students at New Liberty. I do wish the students in either environment could have increased access to the resources.	Regarding our alternative schools, New Liberty and Salem Prep, it's crucial to assess their role in our high school planning. Deciding whether to integrate them into the main campus or keep them separate is a complex matter. We must consider the unique needs of these alternative schools, the advantages of integration, and their impact on students. The decision should prioritize student well-being. Community input is vital in making an informed choice.	**VERONICA MIRANDA**

SCHOOL COMMITTEE	***Every year, we hear complaints about MCAS, but this time around there's a major ballot initiative with some legs to it. Where do you sit on standardized testing, graduation requirements, and everything that comes with it?*** (75 words)		SCHOOL COMMITTEE
HENRY GULERGUN	MCAS and standardized testing aren't true indicators on the quality of the student and teacher. It's especially tough for our multilingual learners, who are not only learning a new language but trying to learn subject material and taking a test in it. I'm very supportive of the ballot initiative to reform the test. We need a way to assess our students without a huge impact on the student's lives or the school district's state funding.	I don't like MCAS. I understand we need a tool to measure where our kids are and find areas of improvement. MCAS is an unfair scale. The schools are doing the star assessment test, which feels like less stress on kids and teachers. It's peer-based and gives us a better idea of where our students are performing. From there you can give kids individual help as needed. Everyone deserves a diploma.	**AJ HOFFMAN**
MARY MANNING	From the beginning of the very first test, of the very first year, I've been absolutely, philosophically, and educationally opposed to MCAS. It's an unreasonable expectation with how much we know about how students learn. Anything on the table that makes an individual person, you wipe that off with one brush, plop down an MCAS, and tell the student to do it. We fought at Collins to hold the line against teaching to the test.	While standardized tests offer valuable insights, they should not be the sole yardstick for student capabilities. Massachusetts' higher standardized test scores required for graduation is an equity issue that needs careful consideration. I advocate exploring alternative assessment methods, promoting holistic education, and ensuring a well-rounded student experience. We need to engage in thoughtful discussions about graduation requirements that serve students' best interests and address equity concerns.	**VERONICA MIRANDA**